

Occupational Survey Report

AFSC 2M0X1A/B

MISSILE AND SPACE SYSTEMS ELECTRONIC MAINTENANCE

SEPTEMBER 2000

DISTRIBUTION STATEMENT A
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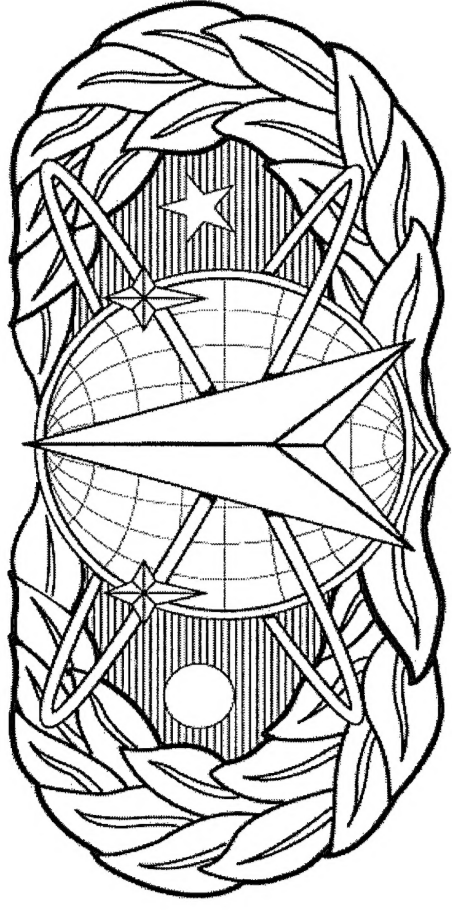
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OVERVIEW

- ✓ BACKGROUND
- ✓ CHARACTERISTICS OF SURVEY SAMPLE
- ✓ JOB STRUCTURE
- ✓ CAREER LADDER PROGRESSION
- ✓ FIRST-ENLISTMENT DATA
- ✓ STS & POI ANALYSIS
- ✓ JOB SATISFACTION
- ✓ IMPLICATIONS



SURVEY BACKGROUND



SURVEY INITIATED TO:

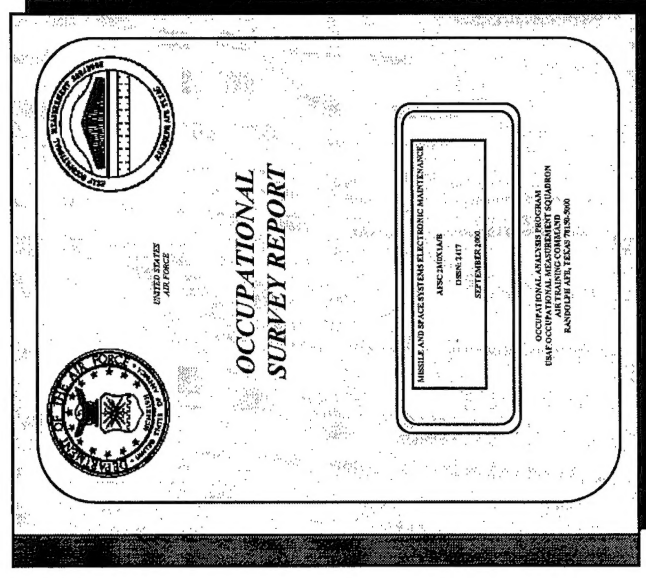
- ✓ EVALUATE CURRENT CLASSIFICATION AND TRAINING DOCUMENTS
- ✓ IDENTIFY CURRENT UTILIZATION PATTERNS



LAST OSR COMPLETED:

Dec 98

AD 3-, 5-, & 7-Skill Levels



Survey Sample Characteristics

ACTIVE DUTY ONLY

TOTAL
ASSIGNED - 957

TOTAL
SURVEYED - 843

TOTAL IN
SAMPLE - 543 (64% of surveyed)

Average time in career field: 9 yrs 1 mos

Average total active federal military service: 10 yrs 1 mos

Percent in first enlistment: 28%

CHARACTERISTICS OF SURVEY SAMPLE

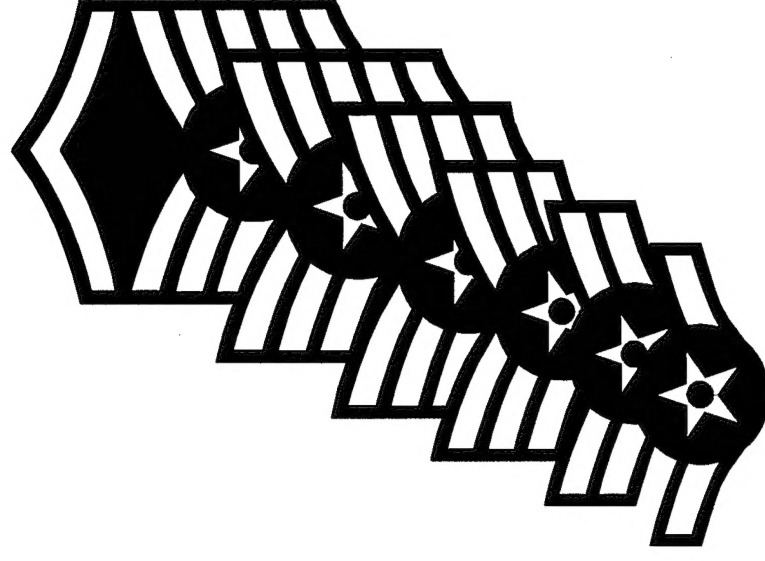
SKILL LEVEL DISTRIBUTION ASSIGNED* SAMPLE

3A-Level	14%	13%
3B-Level	13%	8%
5-Level	47%	51%
7-Level	26 %	28%

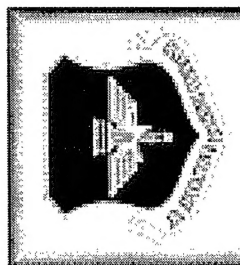
PAYGRADE DISTRIBUTION ASSIGNED* SAMPLE

E-1 - E-2	2%	0%
E-3	16%	16%
E-4	25%	24%
E-5	29%	31%
E-6	16%	17%
E-7 - E-8	12%	12%

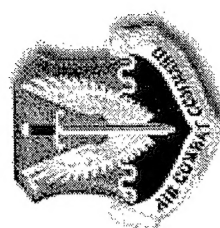
*AS OF FEB 00



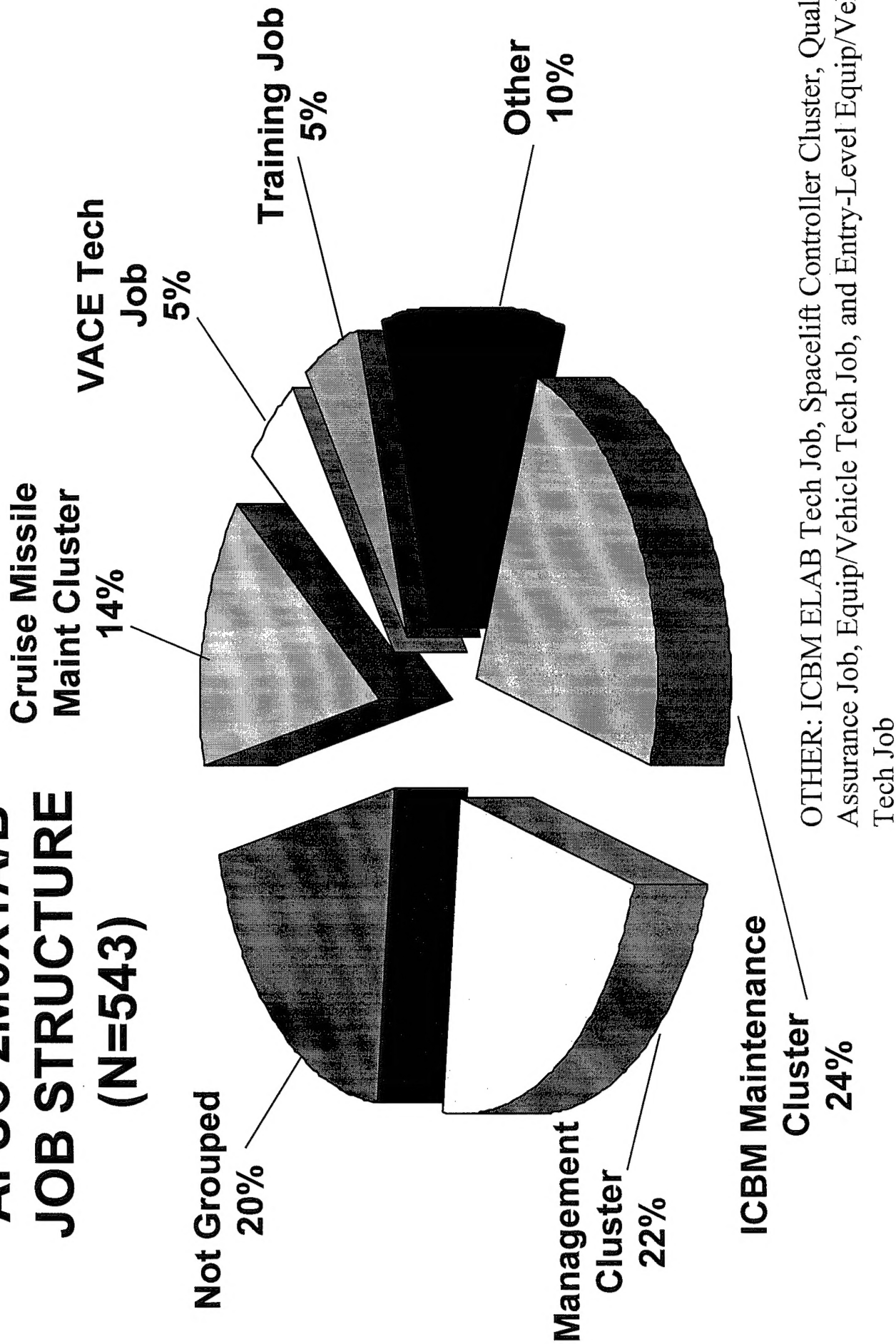
COMMAND REPRESENTATION OF SURVEY SAMPLE



COMMAND	% OF ASSIGNED	% OF SAMPLE
AFSPC	58	58
ACC	34	34
AETC	5	5
AFMC	2	1
PACAF	1	2



AFSC 2M0X1A/B JOB STRUCTURE (N=543)



DISTRIBUTION OF DAFSC MEMBERS ACROSS SPECIALTY JOBS

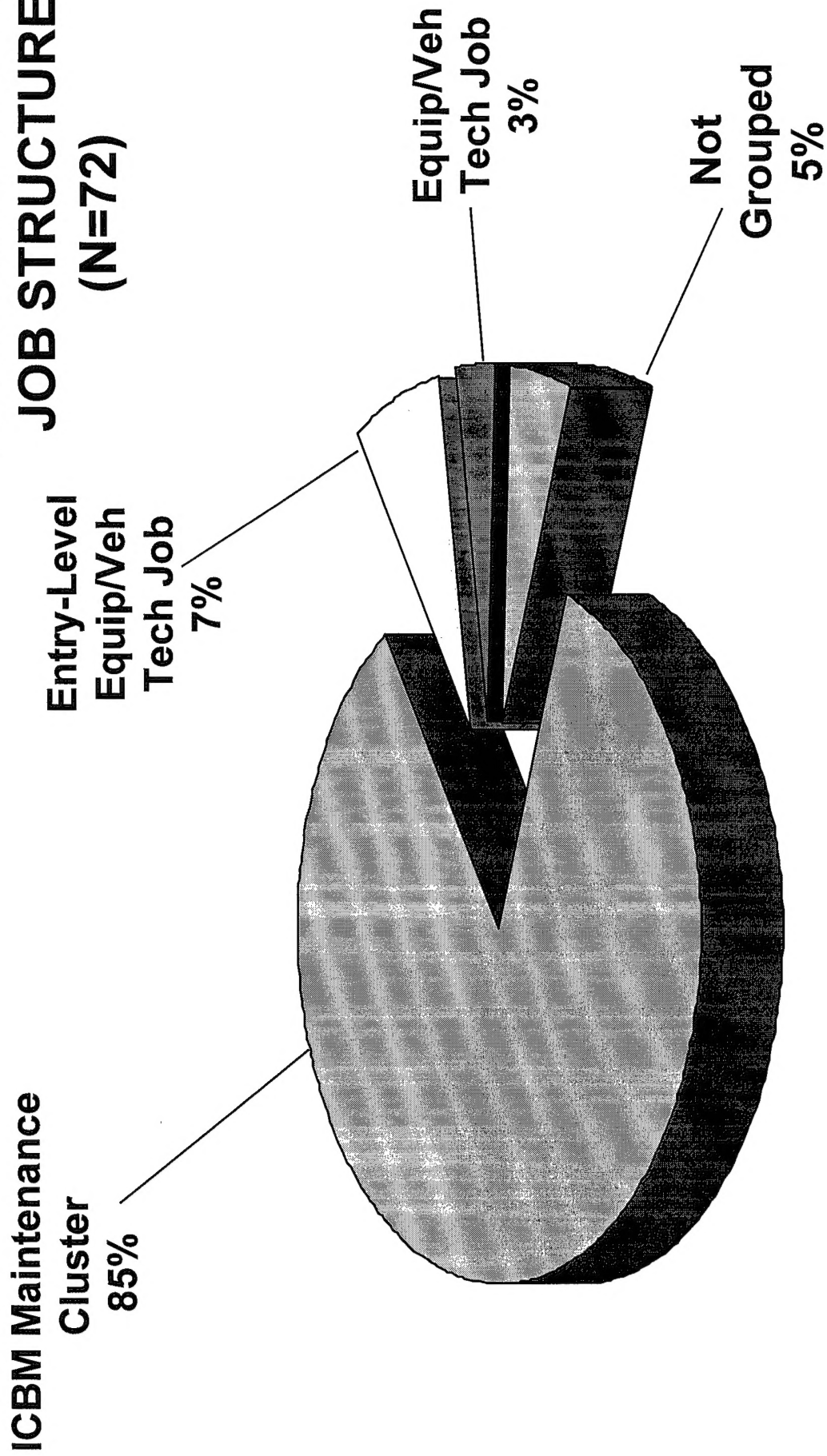
	2M031A (N=73)	2M031B (N=38)	2M051 (N=278)	2M071 (N=154)
ICBM MAINTENANCE CLUSTER	0	0	21	8
MANAGEMENT CLUSTER	0	0	17	7
CRUISE MISSILE MAINT CLUSTER	0	0	13	4
VACE TECHNICIAN JOB	0	3	7	5
TRAINING JOB	0	0	7	13
OTHER	10	5	13	16
NOT GROUPED	5	10	22	

RELATIVE TIME SPENT ON DUTIES BY DAFSC

DUTIES/ACTIVITIES	2M031A (N=73)	2M031B (N=38)	2M051 (N=278)	2M071 (N=154)
A. GENERAL MISSILE MAINTENANCE	24	0	24	3
B. LAUNCH FACILITY MAINTENANCE	8	0	8	1
C. MISSILE ALERT FACILITY MAINTENANCE	4	0	4	0
D. OPERATIONAL TEST LAUNCH	1	0	0	1
E. ICBM ELECTRONIC LABORATORY (ELAB)	5	0	5	3
F. CRUISE MISSILE	*	7	6	2
G. MISSILE ELECTRIC OR ELECTRONIC SUPPORT EQUIPMENT	*	7	5	1
H. AIRCRAFT PYLONS OR ROTARY LAUNCHERS	0	6	2	6
I. SPACELIFT ACTIVITIES	0	0	4	0
J. RESEARCH AND DEVELOPMENT	1	0	1	18
K. MANAGEMENT AND SUPERVISORY	0	0	9	9
L. GENERAL ADMIN AND TECH ORDER SYSTEM	1	4	10	4
M. TRAINING	0	1	4	4
N. GENERAL SUPPLY AND EQUIPMENT	7	5	4	4

Less than 1 percent

**AFSC 2M0X1A
FIRST ENLISTMENT
JOB STRUCTURE
(N=72)**



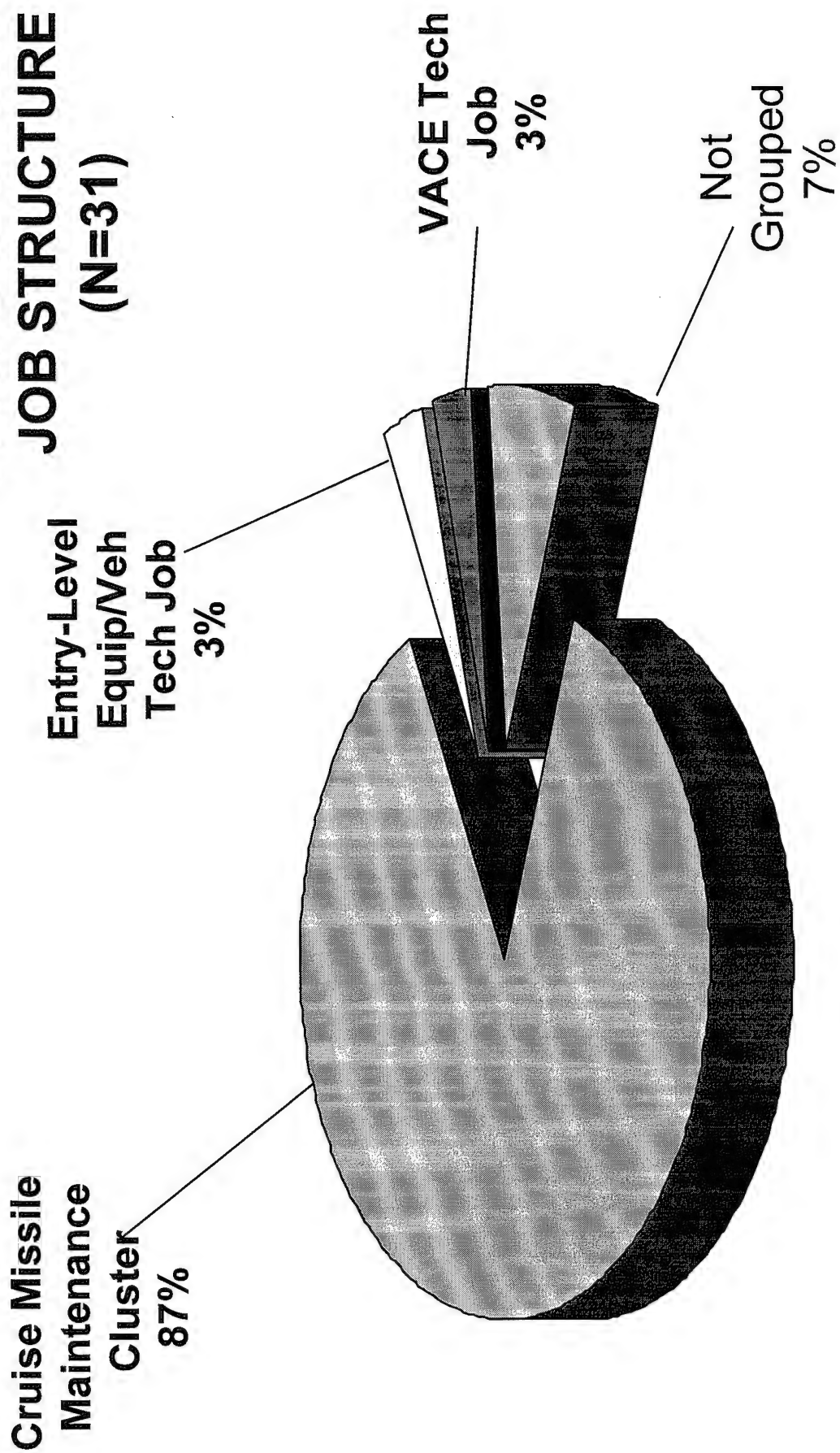
Representative Tasks Performed By 2M0X1A First-Enlistment Personnel

PERCENT
MEMBERS
PERFORMING
(N=72)

TASKS

A0070	Perform functional checks	86
A0067	Perform electrostatic discharge procedures	83
A0064	Perform code handling duties	83
B0168	Perform normal launch facility (LF) entry or exit procedures	81
B0155	Inspect or maintain telescoping ladders	81
B0149	Inspect or maintain secondary doors	81
B0144	Inspect or maintain LF storage batteries	81
B0126	Change lock combinations	81
B0138	Inspect or maintain LF distribution boxes	81
A0125	Troubleshoot electronic components	79
B0150	Inspect or maintain security pit vault doors	79
B0170	Perform power fault to ground checkouts	79
C0192	Inspect or maintain missile alert facility (MAF) consoles	79
B0152	Inspect or maintain security system drawers	78
B0169	Perform normal missile shutdown procedures	78
C0200	Inspect or maintain MAF storage batteries	78

**AFSC 2M0X1B
FIRST ENLISTMENT
JOB STRUCTURE
(N=31)**



Representative Tasks Performed By 2M0X1B First-Enlistment Personnel

PERCENT
MEMBERS
PERFORMING
(N=31)

TASKS

F0384	Perform cruise missile transfers	94
F0383	Perform cruise missile safe status checks	94
F0379	Perform cruise missile Level 1 checkouts	90
F0370	Deploy or stow cruise missile aerosurfaces	90
F0369	Crate or uncrate missiles	87
F0399	Remove or install cruise missile engines	87
F0375	Perform cruise missile environmental control system (ECS) leak checks	87
F0385	Perform cruise missile transports	84
A0010	Clean missile surfaces	84
F0382	Perform cruise missile receipt inspections	84
F0427	Repair desiccant assemblies	84
F0371	Fuel or defuel cruise missiles	84
F0405	Remove or install cruise missile desiccant assemblies	81
F0378	Perform cruise missile fuel primings	81
F0417	Remove or install cruise missile inertial navigation elements (INEs)	81
F0377	Perform cruise missile corrosion-resistant coating repairs	81

SPECIALTY TRAINING STANDARD (STS) REVIEW FOR 2M0X1A and 2M0X1B

- ⊗ 2M0X1A STS is well supported
 - ⊗ 2M0X1B STS should be reviewed for proficiency coding
- ⇒ Several technical tasks not referenced to the 2M0X1A and 2M0X1B STS elements

Examples of 2M0X1B Technical Tasks Performed By More Than 20 Percent And Recommended For Possible Proficiency Review

Percent Members Performing					Task
Tng	1 ST	1 ST	3B-SKL	Diff	
Emph	JOB	ENL	LVL		
	(N=10)	(N=31)	(N=38)		

Tasks		(N=10)	(N=31)	(N=38)
5	COMMON MAINTENANCE PRACTICES			
5d	Corrosion Identification	A		
	A0066 Perform corrosion control procedures	3.21	80	71 66 3.94
8c	DESCRIBE MISSILE MAINTENANCE PROCESSES			
8c(2)	Missile fuel/defuel/emergency refueling	A		
F0371	Fuel or defuel cruise missiles	1.12	80	84 76 5.83
F0376	Perform cruise missile emergency defuels	1.04	40	61 58 6.26
8c(3)	Missile general repair	b		
A0010	Clean missile surfaces	1.25	90	84 79 2.47
A0017	Evaluate damage to missile surfaces	1.54	30	55 50 5.26

*** Average TD Rating is 5.00**

**** Average TE Rating is 1.01; Standard Deviation is 1.22 (High TE = 2.23)**

Job Satisfaction

Current Sample VS Comparative Sample

	1-48 Mos TAFMS 2M0X1A 2M0X1B Comp (N=72) (N=31) (N=4646)		49-96 Mos TAFMS 2M0X1 Comp (N=78) (N=2551)		97+ Mos TAFMS 2M0X1 Comp (N=796) (N=6609)	
Indicator:						
Job is interesting	76	45	53	72	56	78
Talents utilized	82	58		80	70	86
Training utilized	64			84	81	70
Sense of accomplishment	90	80				
Plan to reenlist	85			64	60	74
	79	52		72	61	68
	58					72
						69

Comparative Sample: Logistic career ladders surveyed in 1999

Job Satisfaction

2000 Sample VS 1998 2M0X1A/B Survey

Indicator:

	1-48 Mos TAFMS		49-96 Mos TAFMS		97+ Mos TAFMS	
	2000	2000 1998	2000	1998	2000	1998
	2M0X1A	2M0X1B 2M0X1	2M0X1	2M0X1	2M0X1	2M0X1
	(N=72)	(N=31) (N=224)	(N=78)	(N=181)	(N=311)	(N=412)
Job is interesting	76	45 60	72	65	78	76
Talents utilized	82	58 65	80	73	86	83
Training utilized	90	80 78	84	76	70	73
Sense of accomplishment	79	52 63	64	67	74	72
Plan to reenlist	64	58 56	72	70	68	78

Job Satisfaction

Across Clusters and Jobs

	ICBM Maint (N=132)	Mgt (N=122)	Crs Mssl Maint (N=78)	VACE Tech (N=27)	Training (N=26)
84	81	63	93	85	
87	88	71	96	88	
95	65	82	100	69	
79	79	63	74	92	
70	48	76	78	88	

Indicator:

Job is interesting

Talents utilized

Training utilized

Sense of
accomplishment

Plan to reenlist

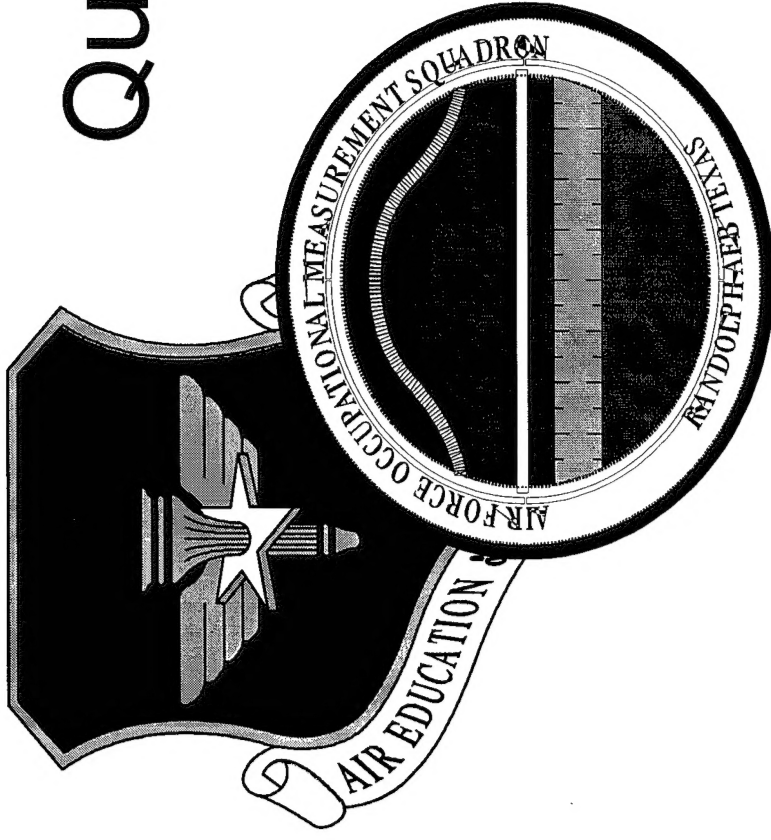
Job Satisfaction

Across Clusters and Jobs

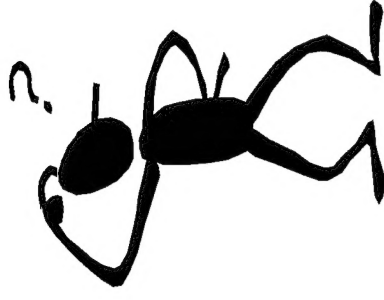
Indicator:	Spclft Cntrllr (N=19)	ICBM Tech (N=19)	ELAB Assur (N=11)	Equip/Veh Tech (N=7)	Entry-Lvl Equip/Veh (N=7)
Job is interesting	74	84	73	29	71
Talents utilized	63	95	100	71	86
Training utilized	63	95	100	43	57
Sense of accomplishment	53	79	64	57	86
Plan to reenlist	84	84	82	57	57

IMPLICATIONS

- ❖ Present classification structure reflects jobs being performed
 - ❖ 3A-skill levels - - ICBM Maintenance Cluster
 - ❖ 3B-skill levels - - Cruise Missile Maintenance Cluster
 - ❖ 5-skill levels are performing some management & supervisory tasks, but the majority of their activities consists of technical tasks
 - ❖ 7-skill levels performing primarily in management & supervisory tasks
- ❖ 2M0X1A STS is well-supported; 2M0X1B STS requires review for proficiency coding
 - Tasks not referenced should be reviewed
- ❖ Job satisfaction indicators:
 - ❖ Job satisfaction is overall higher for this career field than the comparative sample
 - ❖ ICBM shred is higher than Cruise Missile shred across all categories



Questions?



- ◆ VISIT AFOMS AT OUR WEB SITE:

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Next U&TW Date: August 2001